

BEFORE THE HUMAN RIGHTS COMMISSION  
OF THE STATE OF MONTANA

KATHY WILCOX,

Charging Party,

-v-

BIG SKY LINEN,

Respondent.

Case No.: 0051011368

ORDER

On June 29, 2005, the Department of Labor and Industry's Human Rights Bureau issued a Notice of Dismissal and Notice of Right to Sue in the above-captioned matter. Charging Party, Kathy Wilcox (Wilcox), filed objections with the Montana Human Rights Commission. The Commission considered these objections on September 14, 2005.

In this matter, the Human Rights Bureau determined that a preponderance of the evidence did not support Wilcox's complaint of discrimination against her former employer, Big Sky Linen Supply. Wilcox alleged that she was discriminated against based on gender and terminated from her employment. After careful and due consideration, the Commission concludes the determination of the Human Rights Bureau is sufficiently supported by the record and there was no abuse of discretion in the issuance of a Notice of Dismissal. *Mont. Code Ann. § 49-2-509(4) (2003); Admin. R. Mont. 24.9.1714(3).*

Charging Party will have 90 days after the receipt of this order to petition a district court in the district where the alleged violation occurred for the appropriate relief. *Mont. Code Ann. § 49-2-509(5) (2003); Admin. R. Mont. 24.9.1714(5).* If Charging Party fails to commence civil action within 90 days, the claim is time barred. *Id.*

IT IS HEREBY ORDERED, that Charging Party's objection is **overruled**. The Commission adopts the determination of the Human Rights Bureau and the Notice of Dismissal is affirmed.

DATED this \_\_\_\_ day of September 2005.

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Chair Franke Wilmer  
Human Rights Commission

## CERTIFICATE OF SERVICE

The undersigned secretary for the Human Rights Commission certifies that a true and correct copy of the foregoing ORDER was mailed to the following by U.S. Mail, postage prepaid, on this \_\_\_\_\_day of September, 2005.

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Montana Human Rights Bureau